

Compensation Options for Mentors

To properly mentor a protégé takes considerable time and effort. It is strongly recommended that all mentors are compensated. Budget restraints may preclude some forms of compensation. However, listed below are ideas for compensation that a school or district may want to review in the development of their mentor program.

- ✓ Stipend: The stipend can be a set amount for the school year, or can be an hourly wage (with a certain number of hours allowed during a school year) that the mentor claims through a time sheet process. One-time payments for a mentor to work with one protégé for a school year range from \$250 to \$1,000 depending on the time commitment required.
- ✓ Flex time: The mentor could gain this through documentation. The flex time could be done through one hour of mentoring equals one hour of flex time.
- ✓ Contractual/negotiated pay: By working with the local union, the school or district could negotiate a pay plan for mentoring. Compensation could also be integrated into the existing district pay structure.
- ✓ Partner with other existing programs: Current programs include: e Mentoring for Student Success (eMSS) which focuses on math and science educators; and the Special Education Endorsement Program.
- ✓ Free lunch throughout the whole school year.
- ✓ Reduced or modified course load: This is especially helpful if the school or district would like the mentor to work with more than one protégé or to assist in coordinating the whole mentor program.
- ✓ Graduate Credits: The school or district could work with a university in providing graduate credits.
- ✓ Renewal Units: The district could provide renewal units to the mentor for the time invested in mentoring.
- ✓ Additional supplies or curriculum materials: The school or district could work with local businesses who might contribute with gift certificates, coupons, or cash that the mentor could use for supplies.